

The Annual Diversity Plan Report

The Kentucky Council on Postsecondary Education approved the 2016-20 Kentucky Public Postsecondary Education Policy for Diversity, Equity, and Inclusion on September 23, 2016. The updated policy builds on the strong foundation cultivated over the past 30 years and further integrates the new degree program approval process, the statewide diversity policy, and the 2016-2021 Strategic Agenda for Postsecondary and Adult Education into one seamless framework upon which equal educational opportunity goals can be set; strategies to obtain these goals can be developed, adopted, and implemented; and institutional progress can be evaluated. The policy includes three focus areas synonymous with the focus areas set forth in the Strategic Agenda: Opportunity, Success, and Impact.

<p><b>“Opportunity”</b> Recruitment and Enrollment of Diverse Students</p>	<p>Maintaining a diverse student body is an essential contribution to the educational experience of Kentucky’s postsecondary students. Public institutions of postsecondary education in Kentucky have a responsibility to ensure citizens have the opportunity to receive a rich and fulfilling educational experience which cannot be fully obtained without exposure to the different perspectives and cultures of those around them.</p>
<p><b>“Success”</b> Graduation Rates, Retention Rates, Degrees Conferred, Credentials Earned</p>	<p>While maintaining a diverse student body is an essential educational experience of Kentucky’s postsecondary students, institutions must commit to helping those students be successful when they arrive on campus. Unfortunately, some student populations have historically exhibited lower rates of student success than the overall student population.</p>
<p><b>“Impact”</b> Campus Climate, Inclusiveness, and Cultural Competency</p>	<p>To fully realize the positive impacts of diversity, Kentucky’s public institutions must be communities that provide an inclusive and supportive environment for its diverse group of students. A supportive and respectful campus climate, interacting with diverse faculty and staff, and being culturally competent are critical to student success.</p>

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# These are the strategies proposed and approved for Gateway:

## Opportunity:

O1 - Develop and implement strategic marketing and recruitment activities focused on the 5 targeted Kentucky high schools: Boone County High School, Dixie Heights High School, Holmes High School, Lloyd Memorial High School, and Newport High School.

O2 - Develop and implement strategic marketing and recruitment activities focused on the 5 targeted Cincinnati, Ohio schools (Woodward High School, Shroder High School, West Hills High School, Hughes STEM High School, and Dohn Community High School).

O3 - Further develop Super Someday recruitment event to expand reach and recruitment efforts to more students in targeted school districts.

O4 - Evaluate expanding dual credit program with Holmes High School to provide entry-level job training with completion of short-term credential by high school graduation.

O5 - Develop and implement partnership program with Dohn Community High School in Cincinnati where DCHS students would earn dual credit at Gateway while fulfilling their vocational requirement for high school completion.

O6 - Develop partnership with Cincinnati Youth Collaborative (CYC) to provide scholarship support and seamless support services to CYC graduates who enroll at Gateway.

O7 - Position Gateway as an inclusive, welcoming, and respectful educational experience for LGBTQ populations through improved campus culture, as evidenced by college participation in the Campus Pride Index.

O8 - Evaluate potential for development of pathways for the enrollment of international students, ESL students, and refugee populations.

## Success:

S1 - Increase engagement/participation in student organizations/groups.

S2 - Develop comprehensive arts and culture programming including exhibits, activities, and events to invite and engage diverse populations on campus.

S3 - Develop a comprehensive and collaborative case management model between Gateway and both NKY Scholar Houses: Northern Kentucky Scholar House and Lincoln Grant Scholar House to support at-risk, low-income parents in their pursuit of postsecondary education.

S4 - Develop and/or expand non-academic support services to serve low-income population.

S5 - Evaluate and expand curriculum that emphasizes inclusion and appreciation of diversity and culture.

## Impact:

I1 - Promote a supportive campus environment for LGBTQ students and employees.

I2 - Develop infrastructure to provide sustainability of efforts around diversity, equity and inclusion

and ensure these efforts are strategically embedded into programs and services across the institution.

**I3 - Develop and/or identify professional and personal development opportunities for faculty and staff focused on uncovering implicit biases and improving cultural competence.**

**I4 - Develop and/or identify professional and personal development opportunities for students focused on uncovering implicit biases and improving cultural competence.**

**I5 - Increase and diversify efforts to attract/recruit a more diverse mix of faculty and staff.**

## Diversity Plan Report for Gateway Community and Technical College

### Reporting Contact

**\* 1. Who is the contact person for this report?**

If we have questions about the content of this report, who should we contact for clarification?

First Name

Last Name

email

phone

## Diversity Plan Report for Gateway Community and Technical College

### Diversity Strategy O1

**O1 - Develop and implement strategic marketing and recruitment activities focused on the 5 targeted Kentucky high schools: Boone County High School, Dixie Heights High School, Holmes High School, Lloyd Memorial High School, and Newport High School.**

**\* 2. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 3. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 4. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy O2

**O2- Develop and implement strategic marketing and recruitment activities focused on the 5 targeted Cincinnati, Ohio schools (Woodward High School, Shroder High School, West Hills High School, Hughes STEM High School, and Dohn Community High School).**

**\* 5. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

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**\* 7. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy O3

**O3 - Further develop Super Someday recruitment event to expand reach and recruitment efforts to more students in targeted school districts.**

**\* 8. How did you implement this strategy with fidelity? (500 words or less)**

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**\* 10. What lessons were learned regarding this strategy and what are your next steps?**

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Diversity Strategy O4

**O4 - Evaluate expanding dual credit program with Holmes High School to provide entry-level job training with completion of short-term credential by high school graduation.**

**\* 11. How did you implement this strategy with fidelity?** (500 words or less)

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**\* 13. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy O5

**O5 - Develop and implement partnership program with Dohn Community High School in Cincinnati where DCHS students would earn dual credit at Gateway while fulfilling their vocational requirement for high school completion.**

**\* 14. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

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**\* 16. What lessons were learned regarding this strategy and what are your next steps?**

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Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy O6

**O6- Develop partnership with Cincinnati Youth Collaborative (CYC) to provide scholarship support and seamless support services to CYC graduates who enroll at Gateway.**

**\* 17. How did you implement this strategy with fidelity? (500 words or less)**

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**\* 18. How would you describe the effectiveness of this strategy?**

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**\* 19. What lessons were learned regarding this strategy and what are your next steps?**

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Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy O7

**O7 - Position Gateway as an inclusive, welcoming, and respectful educational experience for LGBTQ populations through improved**

## campus culture, as evidenced by college participation in the Campus Pride Index.

**\* 20. How did you implement this strategy with fidelity? (500 words or less)**

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**\* 22. What lessons were learned regarding this strategy and what are your next steps?**

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### Diversity Plan Report for Gateway Community and Technical College

#### Diversity Strategy O8

## O8 - Evaluate potential for development of pathways for the enrollment of international students, ESL students, and refugee populations.

**\* 23. How did you implement this strategy with fidelity? (500 words or less)**

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**\* 25. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

**26. This is the end of the Opportunity focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?**

*Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?*

Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy S1

**S1 - Increase engagement/participation in student organizations/groups.**

**\* 27. How did you implement this strategy with fidelity? (500 words or less)**

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**\* 29. What lessons were learned regarding this strategy and what are your next steps?**

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Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy S2

**S2 - Develop comprehensive arts and culture programming including exhibits, activities, and events to invite and engage diverse populations on campus.**

**\* 30. How did you implement this strategy with fidelity?** (500 words or less)

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**\* 32. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy S3

**S3 - Develop a comprehensive and collaborative case management model between Gateway and both NKY Scholar Houses: Northern**

## Kentucky Scholar House and Lincoln Grant Scholar House to support at-risk, low-income parents in their pursuit of postsecondary education.

**\* 33. How did you implement this strategy with fidelity?** (500 words or less)

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**\* 35. What lessons were learned regarding this strategy and what are your next steps?**

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### Diversity Plan Report for Gateway Community and Technical College

#### Diversity Strategy S4

## S4- Develop and/or expand non-academic support services to serve low-income population.

**\* 36. How did you implement this strategy with fidelity?** (500 words or less)

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Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy S5

**S5 - Evaluate and expand curriculum that emphasizes inclusion and appreciation of diversity and culture.**

**\* 39. How did you implement this strategy with fidelity? (500 words or less)**

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**40. This is the end of the Success focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?**

*Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?*

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**\* 42. What lessons were learned regarding this strategy and what are your next steps?**

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Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy I1

**I1 - Promote a supportive campus environment for LGBTQ students and employees.**

**\* 43. How did you implement this strategy with fidelity?** (500 words or less)

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Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy I2

**I2 - Develop infrastructure to provide sustainability of efforts around diversity, equity and inclusion and ensure these efforts are strategically embedded into programs and services across the**

## institution.

\* **46. How did you implement this strategy with fidelity?** (500 words or less)

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### Diversity Plan Report for Gateway Community and Technical College

#### Diversity Strategy I3

## **I3 - Develop and/or identify professional and personal development opportunities for faculty and staff focused on uncovering implicit biases and improving cultural competence.**

\* **49. How did you implement this strategy with fidelity?** (500 words or less)

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Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy I4

**I4 - Develop and/or identify professional and personal development opportunities for students focused on uncovering implicit biases and improving cultural competence.**

**\* 52. How did you implement this strategy with fidelity?** (500 words or less)

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Diversity Plan Report for Gateway Community and Technical College

Diversity Strategy I5

**I5 - Increase and diversify efforts to attract/recruit a more diverse mix of faculty and staff.**

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**58. This is the end of the Impact focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?**

*Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?*

\* 59. At the end of this reporting process you will be emailed a copy of the information you have submitted. Please take a moment to thoroughly review your submission.

- If you wish to receive feedback from Council on Postsecondary Education staff, designate this submission as **DRAFT** (below). **Must be submitted by 12/14/2018.**
- If your report is final, designate this submission as **FINAL** (below) and your report will be forwarded to the Committee for Equal Opportunities. **Must be submitted by 3/1/2019, before 11:59pm.**

**If you have questions before you submit, please call  
Dr. Caroline Atkins at 502-892-3006.**

**DRAFT**

**FINAL**

60. **OPTIONAL:** Please attach any additional documentation to support this annual report.

Select the file(s) you wish to upload.

**Choose File**

No file chosen